

CITY OF FARGO 2025 EMPLOYEE ENGAGEMENT SURVEY - FIRE

› LEVEL OF ENGAGEMENT

Overall - City of Fargo 2025 Employee Engagement Survey - Fire



Are you...

1. Male



2. Female

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Available - There are not 10 or more responses for this group.

What is your current age?

B. 20 to 24

Not Available - There are not 10 or more responses for this group.

C. 25 to 34



D. 35 to 44



E. 45 to 54



■ Not Engaged (52%) ■ Somewhat Engaged (48%) ■ Fully Engaged (0%) Response count: 29

F. 55 to 64

Not Available - There are not 10 or more responses for this group.

H. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Please select the category with which you most closely identify:

1. American Indian or Alaska Native

Not Available - There are not 10 or more responses for this group.

2. Asian

Not Available - There are not 10 or more responses for this group.

3. Black or African American

Not Available - There are not 10 or more responses for this group.

4. Hispanic, Latino, or Spanish origin

Not Available - There are not 10 or more responses for this group.

7. White



■ Not Engaged (43%) ■ Somewhat Engaged (53%) ■ Fully Engaged (4%) Response count: 74

9. Prefer not to say



■ Not Engaged (80%) ■ Somewhat Engaged (20%) ■ Fully Engaged (0%) Response count: 10

Years of Service

A. Less than 6 Months

Not Available - There are not 10 or more responses for this group.

B. 6 Months to 1 Year

Not Available - There are not 10 or more responses for this group.

C. 1 to 3 Years



Response count: 11

D. 3 to 5 Years



Response count: 11

E. 5 to 10 Years



Response count: 16

F. 10 to 20 Years



Response count: 18

G. 20 Years or More



Response count: 24

What is your role?

1. Employee: You do not supervise other employees



Response count: 46

2. Supervisor: You are a supervisor who may be responsible for one or more of the following: giving direction on work projects, performance reviews, and leave approval



Response count: 25

3. Manager: You may supervise one or more supervisors and be responsible for day to day operations

Not Available - There are not 10 or more responses for this group.

4. Senior Leader: You are the head of a department or division and a member of a leadership team

Not Available - There are not 10 or more responses for this group.

5. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Are you considering leaving your current position in the next year and, if so, why?

1. No



2. Yes, to pursue a different position within my current department

Not Available - There are not 10 or more responses for this group.

3. Yes, to pursue a position in another department

Not Available - There are not 10 or more responses for this group.

4. Yes, to pursue a position outside the City – in another government agency (e.g., city or county, state, or federal)



5. Yes, to pursue a position outside government (e.g., in a private sector company)



6. Yes, to retire

Not Available - There are not 10 or more responses for this group.

7. Prefer not to say



Stay or Leave

1. Stay



■ Not Engaged (24%) ■ Somewhat Engaged (73%) ■ Fully Engaged (3%) Response count: 37

2. Leave



■ Not Engaged (76%) ■ Somewhat Engaged (22%) ■ Fully Engaged (2%) Response count: 41

3. Prefer not to say



■ Not Engaged (20%) ■ Somewhat Engaged (70%) ■ Fully Engaged (10%) Response count: 10

Age Group

A. 34 or under



■ Not Engaged (36%) ■ Somewhat Engaged (60%) ■ Fully Engaged (4%) Response count: 25

B. 35 to 64



■ Not Engaged (50%) ■ Somewhat Engaged (47%) ■ Fully Engaged (3%) Response count: 60

D. Prefer not to say

Not Available - There are not 10 or more responses for this group.

Race/Ethnicity Combined

1. American Indian, Asian, Black, Hispanic, Multi-racial and Others

Not Available - There are not 10 or more responses for this group.

2. White



■ Not Engaged (43%) ■ Somewhat Engaged (53%) ■ Fully Engaged (4%) Response count: 74

3. Prefer not to say



■ Not Engaged (80%) ■ Somewhat Engaged (20%) ■ Fully Engaged (0%) Response count: 10

Department

Fire



■ Not Engaged (48%) ■ Somewhat Engaged (49%) ■ Fully Engaged (3%) Response count: 88

Employee Status Code

FT



■ Not Engaged (48%) ■ Somewhat Engaged (49%) ■ Fully Engaged (3%) Response count: 88